

Executive Director's Report

Walter Allen, Jr.



There is a lot going on right now in our union and everyone is very busy making it all work. While we usually stay pretty busy with the normal workflow, when you add Kaiser bargaining to the mix everything changes. Over the next few months our staff and some of our officers and members will be engaged in different parts of that bargaining and in the end we are confident that we will return to our Kaiser members with a contract that they will be pleased to ratify. Our Kaiser contract covers more than 4,000 of our members in Local 30.

Still there are many other things ongoing at the same time and all will receive our full attention as always. Some of those things include bargaining in our units in Arizona and Colorado. We have bargaining coming up this spring for our members at the University of Southern California. And we will continue our efforts to organize new members into our union as well.

Our Events Committee continues its work to bring us the events that our members enjoy so well, and our Scholarship Committee will once again host our annual golf tournament fundraiser to support the Scholarship Fund.

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President's Report

Marianne Giordano



Why Workplace Safety?

I would like to take advantage of my column this edition to talk about Workplace Safety. In addition to my duties as president of Local 30 I am also the Labor Tri-chair for Workplace Safety at Kaiser San Diego and as such I am responsible to work with my management partners to tackle the ever vexing challenge of reducing workplace injuries. As a frontline worker at Kaiser for many years I know all too well the hazards we face and just how dangerous the job of a

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National Bargaining Starts, Partnership Is Key

For the sixth time in 15 years the Coalition of Kaiser Permanente Unions (CKPU) and Kaiser Permanente have entered bargaining and are working toward the settlement of a successor agreement. Since the first National Agreement in 2000 the sides have successfully completed renewals three times in 2005, 2010, and 2012, and a re-opener in 2008. Using an interest based process and involving numerous stakeholders from labor and management, the parties have reached ground breaking agreements which have benefited patients, workers, and the company.

The CKPU is made up of some 29 unions representing nearly 100,000 workers at Kaiser in all regions. Those unions are then represented by their leaders who sit on the Common Issues Committee (CIC) and are the ones who actually bargain the agreement. Local 30 is entitled

to three representatives on the CIC and they are Executive Director Walter Allen, President Marianne Giordano, and Director of Member Services Annette Baxter. Local 30 also has three observers involved in the process this year and they are Michael Ramey from Radiology, Roger Lester from the CSC, and Brigget Mitchell from General Surgery. Local 30's Business Agents are also involved in the bargaining.

The parties will meet in formal sessions, three days at a time from March through June. Following successful completion of a tentative

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AFL-CIO Secretary-Treasurer Elizabeth Shuler Addresses Delegates

Vice President's Report

Cathy Young



Next up on the list of Local 30 events is the Scholarship Golf Tournament. The annual fundraiser for the Local 30 Scholarship Fund which provides money for continuing education for our members and their families will be held May 22nd at the Riverwalk Golf Club in Mission Valley, San Diego. All are invited to play in the tournament or simply join us for the lunch.

August is just a short way off as well and that of course is when we host our annual Family Fun Day. This year we will be back at the San Diego Zoo for another wonderful day of food, family, friends and fun.

The tickets for this event are limited and go very quickly so make sure you make your reservation as soon as the tickets go on sale. Watch for our announcements from your stewards or follow us on Facebook and the Local 30 website opeiulocal30.org. You will not want to miss this event.

Due to changes in the racing schedules and conflicts with other events in our Los Angeles units, the Local 30 Day At The Races event will be held next spring. Plans for that event are currently in the works and once finalized will be announced.

I would also like to add my support for the newly formed Local 30

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Generation Next/Nurse Council Team Up



Sharon Simsay, LVN Council, Angela Jensen, Business Agent, Jacqueline Gilbert, LVN Council, Cecilia Barry, LVN Council.



Tourmaline Beach

"It was fun and very worthwhile, and we learned that smoking is still a serious problem given all the cigarette butts we picked out of the sand," reported Cecilia Barry, Sharon Simsay & Jacqueline Gilbert, obviously from the Nurses Council.

More events are being planned and all Local 30 members are invited to participate. Watch the Local 30 web site for information on upcoming events in your area and join in on the fun. ■

In yet another showing of Local 30 activism our Generation Next young leaders council together with our Local 30 Nurse's Council joined in on a beach cleanup at Tourmaline Beach. The event sponsored by the San Diego Surf Riders Association drew more than 100 civic minded individuals including Local 30 members to this community event.

"We simply wanted to help in our community and show others that our union is more than just our representative where we work," said Carolina Aceves, Victoria D'Albero & Margie Fernandez from Gen Next. "We wore our Local 30 shirts for all to see, had a great time, and made a difference. It feels really good!"

"Our members love to contribute. There's a lot more to us than who we are at work and lot more to our union than what people may think," said Local 30 Business Agent Angela Jensen.



Carolina Aceves, Generation Next!, Victoria D'Albero, Generation Next!



Margie Fernandez, Generation Next!

Recipients of the 2014 Local 30 Scholarships Are...



Member is Jacqueline Kingston works at Kaiser Medical Ctr. Tele Department accepting the check for her daughter Kelinde F. Ademulegun.



Member is Teresa S. Perdew who works at Otay Mesa OR Department and recipient is Steven Lewis Perdew.



Member is Rhonda Schwen who works at the Kaiser Appointment Center, recipient is her daughter Brooklyn Schwen.



Member Mark F. Sinatra works at Family Medicine Rancho Bernardo – recipient is Patrick Howard-Fernandez.



Member is Richard Joaquin works at the City of Hope and recipient is Celeste A. Joaquin.



Member & recipient Kristal Diaz works at Family Medicine.



Member is Clara Levy who works at USC - recipient is Smadar Levy.

Local 30 congratulates all the recipients for their scholastic achievement!

President's Report

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health care worker can be. That is why I have pushed so hard for the reforms we need to keep our members safe at work.

Since this Partnership at KP began Workplace Safety has been a focus of all involved. We have made many advances and improvements over the years but have seldom reached our goals and been rewarded through the PSP. While gains are good the downside is that we are still seeing far too many of our co-workers injured each year, many of which accidents were completely avoidable. Workplace Safety, and our commitment to it was designed to change that. We need to do more.

When we don't make our goals on Workplace Safety we lose more than the hundreds of PSP dollars we should have received, we lose co-workers from the units who are injured, and often not replaced on the unit where

they work. So they end up in pain unable to work or enjoy their off time either, and those left at work end up working harder, doing more with less, and at higher risk of injury to themselves. It becomes a vicious circle and the outcomes are all bad.

This year I am very pleased to say that there is a renewed focus on Workplace Safety one which has the highest levels of leadership from the Health Plan, SCPMG, and the unions directly involved in our efforts. With more leaders involved comes more accountability and hopefully better outcomes for all. But none of this works without member involvement. No one is more responsible for your safety than you are. We must all take care to ensure that we are safe at work and that we follow the protocols and that we point out the hazards we see every day at work. There are many systems in place to

help us be safe and to avoid dangers. Take advantage of them and report hazards when you see them.

Being safe, not being injured, enjoying the life you work so hard to have, and not missing out on family pleasures because of a workplace injury are all important things to think about. Don't let a day go by without thinking about safety and don't just pass by an unsafe situation without calling it out. It is up to us to make our workplaces safe and free from hazards. It's up to us to make sure that problems we find are fixed and that the equipment we need is available and that managers are made aware when these things are not done. Safety is everyone's responsibility. We need to start today, and practice safety every day. ■

LVN Council

The LVN committee has picked its leadership

CHAIR

Martha Correa, LVN

VICE CHAIR

Jackie Gilbert LVN

RECORDING SECRETARY

Marilyn Dodds LVN

If you are a Local 30 LVN you are invited to attend a meeting of your peers. Next meeting is Monday, May 4. The meeting will be a walking meeting at Lake Murray at 5:30pm. Join us. The meetings are held the 1st Monday of every month at the Local 30 office.

Congratulations to all.

Vice President's Report

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Retiree's Committee. This group has now been meeting monthly and continues to organize. We are planning some events and exploring ways in which we can continue to support our Union which in large part has made it possible for us to be able to be retired in the first place. We are enjoying the process and hope to be able to start bringing more news to you soon. If you are a retiree we want to talk with you about the great benefits that continue for you as a member of Local 30. Please reach out to us through the union office and we will send you the information. You will be glad you did.

Lastly, I would like to urge all of our members to remember our Charity Fund. This fund is for the support of those of our members who at times find themselves in dire need. We always hope for the best, but at Local 30 we try to also plan for the worst. We have helped many of our members in the past and plan to be there for those who will unfortunately come in the future. Our Charity Fund takes no money from the revenue of the Union, it exists solely from donations from our members. Anything will help. I ask that you remember those less fortunate and make a small donation today. Just send whatever you can to the Union office and make out the check to the Local 30 Charity Fund. It's that simple. Just think of it as paying it forward. You never know. ■

by Lolita Babaran

When I was younger, much younger, I would often hear certain comments, innuendos, and stories about older people. And when I say "older," I mean those who have retired and are no longer in the workforce. Since I have moved up to the next box of the age bracket and can now order food off the senior menu at Denny's, I find myself more sensitive to comments that are made about "older" people. Comments such as:

"Now that he's retired, he's probably bored out of his gourd just staying at home."

"What is she going to do with herself; she's worked all of her life."

"He probably loses track of time because he doesn't work."

"Maybe she's lonely, because most of her friends still work. She should get herself a dog to keep her company."

"He doesn't know what's going on in the world, he's been retired."

And my personal favorite:

Retired, Not Dead

"Why does she still dress up; she's retired."

Oh boy, with all these comments, you would think retired people have no reason to live, right? WRONG! The assumptions that are made towards retired people are just that – assumptions, perhaps, urban legends. Here's

Local 30's New Retiree Committee

Local 30 is proud to announce that we now have a Retiree Committee. The committee meets the 2nd Tuesday of every month from 12pm - 2pm lunch provided.

For those of you planning on retiring or know of someone retiring or is already retired please have them contact Local 30 at 619-640-4840. ■

a clarification for you: Retired people are not dead; they're just retired. And they have more to offer in life than anyone half their age. As the staff person who supports their

work. I know first-hand this is true, because I have been fortunate to be part of the Local 30 Retiree Committee.

The Local 30 Retiree Committee was recently established this year. This committee has only met twice, but wow, so much has been accomplished. The energy in that room is unbelievable. There are members volunteering left and right to get things done and to make this committee successful. And much energy is exerted to turn ideas into reality. I can hardly keep up with them.

I love being on this committee because I am surrounded by people who aren't afraid to speak their minds, and who aren't afraid to "step up to the plate" and volunteer. And why aren't they afraid? Because they are retired and no longer have to take into consideration all the bureaucratic crap that exists in the working world.

So listen up everybody – Retired people are NOT dead; they are just retired, and have all the time in the world to enjoy life with the wisdom they have gained through years of working. And believe me, that's the beauty of retirement! ■

TOTAL HEALTH FOR ALL!

KP Care at Target Stores

Kaiser Permanente and Target Stores have reached an agreement to open medical care clinics in Target Stores to provide convenient care for minor medical issues. This new approach to reaching out to the community is still a pilot and can only be found in certain stores in Southern California, two of which are in San Diego County, one in Vista and the other in Mission Valley San Diego. The clinics are staffed by members of the unions at KP and in San Diego by Local 30 and UNAC members.



The clinics are open to all customers coming through the doors. KP members will receive care covered by their plans and non-KP patients may receive care covered by their health plans or pay for services at nominal rates. Business at the clinics has grown since opening just last November.

"This is a great opportunity for growth both for Kaiser and the unions as we staff these clinics and provide care for the community in addition to just KP members," stated Local 30 Executive Director

Walter Allen. "As more and more people seek coverage through the insurance exchanges and through employers they have the opportunity to choose Kaiser. These clinics give those people the chance to actually try Kaiser care and then hopefully choose Kaiser coverage when they have the opportunity through open enrollment."

Local 30 urges its members to take advantage of the clinic services for minor issues such as colds, ear and sinus infections, certain minor injuries and other less severe issues which might otherwise have sent them to the emergency room. The clinics are designed to be efficient and easy to use. The success of these clinics will depend in large part on utilization. More stores are being planned but for now the focus is on getting people to give them a try. Say hello to your fellow Local 30 members when you are there. ■



Walter Allen Executive Director, Laura Fasulla-Johnson, LVN, Hal Ruddick Executive Director, Coalition of Kaiser Permanente Unions

Did You Know...

Did you know that as a Local 30 member you are covered by the OPEIU Nation Safe Drivers Towing benefit? You are. This benefits which is completely free of charge to all of our members provides you with towing and lock out service for the cars in your immediate household. That's right. Lock your keys in the car, breakdown with a dead battery or disabled vehicle no matter where and just call the number and help will arrive. Simple. And free. Did I mention free: Call the union office today for the information. ■

National Bargaining Starts

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agreement ratification is expected to be held in San Diego for Local 30 members to vote on the package some time in July. If all goes according to plan the new National Agreement will become effective October 1st.

"Our National bargaining will be the largest labor negotiations in the United States this year, and by far the largest in health care," declared Walter Allen, Executive Director of Local 30. "We have been very successful over the years building on our partnership with Kaiser and have created so many new and innovative ways to meet the challenges of the new norms in health care, protect good



jobs and great benefits, and all the while improving the quality of care for patients that earns KP so many coveted awards each year. I am confident that we will bring back yet another good contract for our members."

"We know we have the best jobs in health care, and we know we earn our way every day

Robert Krone Retires

Robert Krone retired on January 16, 2015 after 15 years of employment from Kaiser Permanente. Robert worked in the Department of Imaging as a Senior Radiology Technician.

He also was one of our stewards who was very well respected by his peers and management team. He always attended Local 30 functions and events and now is a proud member of the retiree committee. We wish him well on his new journey and many thanks for all he has done to support his brothers and sisters.

Congratulations Bob!



providing the care that Kaiser is famous for," said Local 30 President Marianne Giordano. "Working together with management at all levels and being involved in the business of KP is the difference between us and workers at other health care companies. We are proud of what we have accomplished together and plan to continue to be successful."

Regular updates on the progress of the bargaining will be provided by the CKPU through their web site at bargaining2015.org, and also made available through the Local 30 web site opeiulocal30.org and announcements through our stewards. ■

Health is a union issue

Take action. Take responsibility. Take the Total Health Assessment.



COALITION OF UNIONS

Take action. Take responsibility. Take the Total Health Assessment.

Health is a union issue.

Unions solve problems that communities cannot tackle on their own. We know that obesity, diabetes and other preventable health risks cause unnecessary suffering, make employee benefits more costly and threaten to overwhelm a health care system that's already unaffordable for many families.

The Coalition of Kaiser Permanente Unions committed to the Total Health Incentive Plan in 2012 national bargaining, taking a progressive stand for workplace health and wellness.

- It's voluntary and confidential.
- It's all reward and no punishment.
- It represents the very best of labor union traditions: empowering people as a group to make positive changes.



Top 10 Hydrating Foods

Watermelon 96% water



Cucumbers 96% water



Celery 95% water



Pineapple 95% water



Blueberries 95% water



Lettuce 95% water



Tomatoes 94% water



Pears 92% water



Grapefruit 90% water



Cantaloupe 89% water



Local 30 Stewards At Work In Colorado

Local 30's Denver area enjoyed a day of information sharing and socializing at the steward training there conducted by Local 30 staff. The all-day training provided stewards with education on grievance and dispute handling, contract interpretation, and the opportunity to get to know each other and compare issues. The program led by Local 30 President Marianne Giordano and Director of Member Services Annette Baxter included sharing the information of the union with stewards as well as case studies and real world examples of situations in the workplace and how to deal with them.



"We were pleased to bring this training to our stewards here in Colorado," added President Giordano. "One of the hallmarks of our union is our commitment to training and educating our leaders and our members. Our staff of professional Business Agents always provide the latest data and information about representation and organizing, all the things union activists need to know to do their jobs and grow the union."

Topics in the seminar included practical approaches to every day issues faced by stewards such as dealing with difficult managers, getting to an agreement, understanding the language in the contract, and helping the member get through difficult situations. Business Agents Lolita Babaran, Mark Bailey, and Angela Jensen presented much of the content of the training and brought real life experience to the group. ■

The responses from steward leaders who attended the seminar were very favorable. "This was exactly what our leaders here needed and at exactly the right time," declared Gayle Noon, Lead Steward.



What Does Predesignation Mean?; How Do You Do It?; And, Why Is It So Important?



By Michael Rott, Esq.

In California, when you are injured at work, your employer will dictate where you obtain medical treatment for your injury, or illness?

Can anything be done about this? Absolutely. Despite many changes in the area of Workers' Compensation, the law still allows employees to designate a physician that will provide medical treatment in the event of a work injury or illness.

There are a couple of minor requirements. This physician has previously examined you; and maintains a copy of your medical records.

Here is all you need to do to take control of your medical treatment:

1. Fill out the Predesignation of Personal Physician form, which can be accessed on line, at: https://www.dir.ca.gov/dwc/FORMS/DWCForm_9783.pdf;
2. Sign and date this form;
3. Take this form to your physician and have he or she sign and date this form;

4. Provide a copy of this form to your employer; and
5. Retain a copy of this form for your records.

If you do not predesignate your physician, here is what you can expect to happen. After your injury, your employer will choose the physician that will examine and provide treatment to you for the first 30-days. Thereafter, you will either continue to receive care from this physician, or you can select a new one. However, the selection of a new physician can only be chosen from the list of doctors provided to you by your employer or their insurance carrier. This list is known as a Medical Provider Network (MPN) list. Most of these MPN physicians are hand picked by your employer/their insurance carrier.

So, if you want to receive medical treatment from a physician you know and trust, predesignate.

Should you have any questions regarding this topic or any other workers' compensation topic, please contact union attorney, Michael Rott @ 619-252-2248 or mrott@hrollp.com ■

Executive Director's Report

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That tournament is set for May 22nd at Riverwalk Golf Club, and all are invited.

We also have a lot of great work being done by our newest committees, Generation Next Leaders Council, and our Nurses Council. While these groups focus on issues of concern and interest to their constituents they also focus on community events which show those outside of Local 30 our level of commitment as citizens as well as union members. (See the article on the beach cleanup in these pages).

The financial position of the union is strong as we continue to manage the union's assets and expenses properly and grow our organization. We have grown slightly in membership and continue to develop new organizing leads which offer Local 30 representation and benefits to workers who need them, all the while adding to the overall strength of Local 30 to the benefit of all of our members.

Finally, with all that we have going on and all that there is to do, as always we invite any and all of our members to join in on the fun, join a committee, become a steward, attend an event, whatever suits you. There are many ways in which you can help, and be a part of our success. Just give us a call and see what appeals to you. You will be glad you did. ■

Sound Advice

Consumer advice for union families!

Savings

- Get 27% savings on subscription to ConsumerReports.org

Service

- Do side-by-side product comparisons
- Get buying advice

Benefits

- Concise how-to-buy articles
- Support a unionized company

For more information visit:

[UnionPlus.org/Consumer Reports](http://UnionPlus.org/ConsumerReports)

Income Inequality Defined

The Wall Street bonus pool for 2014 is roughly double the total earnings of ALL Americans who work full time and are paid the federal minimum wage.

Source: Sarah Anderson, Institute for Policy Studies, Appeared in the NY Times

SAVE THE DATE

**FRIDAY
MAY 22**

**SCHOLARSHIP
GOLF TOURNAMENT
at the
RIVERWALK GOLF CLUB**

Local 30 member price: \$95
Contact the Local 30 office
to register for the event.
(619) 640-4840

**SATURDAY
AUGUST 29**

**FAMILY FUN DAY
at the
SAN DIEGO ZOO**

Flyers will be mailed in July
to all Local 30 members.

2015 Estate Planning Update and Reminder

By Teddy R. McNamara



Attorney Teddy McNamara still offers a free 1 hour consultation and union discounts for those interested in learning more about estate planning. During the

consultation, we will discuss the differences between a Will and a Trust. We will cover probate avoidance techniques and incapacity planning. We will discuss how your estate plan can have an impact on estate taxes, capital gain taxes and property taxes. In addition, we will assess whether you should have the following documents:

*Durable Power of Attorney for Asset Management *Advanced Health Care Directive with Hipaa Release *General Assignment *Marital Property Agreement *Nomination of Guardians, Living Trust and Will

For those with an existing plan, the consultation can be used as a time to review your existing plan to see if it is up to date. The American Taxpayer Relief Act of 2012 made significant changes to the estate and gift tax laws. You may want to review your Trust to make sure you have the right language in your funding clauses in light of these changes.

The consultation can also be used to make sure you have properly funded your Trust and that your beneficiary designated accounts are in order. Maintaining your Trust or upgrading from a will to a trust is

extremely important as time goes on, assets change and changes occur in life.

Finally, if a loved one has passed away and they only had a will, no estate planning or had assets that were not titled in the trust, there may be a probate proceeding or some other court proceeding to transfer the assets to the beneficiaries, heirs or Trust. Meeting with an attorney early on in this process is critical to avoid unnecessary delays, costs, creditor issues, taxes, litigation and other problems associated with probate.

Practice Areas:

- Estate Planning, Living Trusts and Wills
- Powers of Attorney
- Special Needs Trusts, Probate
- Trust Administrations
- Guardianships
- Business law
- Trust and Probate Litigation
- Will and Trust Disputes
- Elder Abuse Litigation
- Wrongful Death
- Product Defect Litigation

Teddy McNamara is a Local 30 approved vendor and his services are recommended to our members.

Call for a Free Consultation:
Teddy R. McNamara, Esq.
Law Offices of Teddy R. McNamara
110 Juniper Street, San Diego, CA 92101
Office: 619-528-1212, Fax: 619-501-2565
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If you have a suggestion, a story, or any jobsite photos we should consider for the newsletter, please contact the Union office at (619) 640-4840 or email: info@opeiulocal30.org.



Upcoming meeting dates for Generation Next! Leaders Council

May 19th

June 16th

July 21st

All meetings start at 5:30 at Local 30 Suite 222. If you are interested in joining contact Angela Jensen at 619-640-4840. Dates and times are subject to change.

OPEIU's 24 HR Sign and Drive Roadside Plan

- Free Hook Up and up to 25 miles
- 24 HR Emergency Roadside Assistance
- 24 HR Emergency Battery Service
- 24 HR Emergency Lockout Service
- 24 Emergency Delivery of Supplies
- 24 Emergency Tire Service
- Travel Discounts & much more